Succession Planning

Employment Development Department
Information Technology Branch

Resource Model

- Role Based Model
- 4 Categories
  - Infrastructure Roles
  - Application Development Roles
  - Project Management Roles
  - Administrative Roles
- Career Ladders are defined
- Roles can have 3 levels of skills adoption
  - Apprentice, Journey, Expert

Career Ladders

- Hierarchy
  - Architects
  - Engineers and Designers
  - Administrators and Developers
  - Operators, Testers, and Documenters
- Implies increasing skills, knowledge and levels of certification
- Pyramid

Portfolio Management

- **Infrastructure Portfolio**
  - Network Services Ladder
  - System Services Ladder
  - Security Services Ladder
  - Database Services Ladder
- **Application Development Portfolio**
  - Microsoft Applications Ladder
  - COBOL Applications Ladder
  - JAVA Applications Ladder
  - Miscellaneous Applications Ladder
- **Project Portfolio**
  - Project Management Ladder
  - Infrastructure Ladder (top 3 rungs)
  - Application Ladder (top 3 rungs)

Portfolio Resources

- Infrastructure Portfolio Performance
  - Inventory and workload
  - Negotiated SLA's
  - Industry Standard Ratios
  - Maintenance (TT's and MAC's), Patching and Annual Refresh
- Application Portfolio Performance
  - Inventory and Design Complexity
  - Standard Ratios
  - Maintenance and Staying current of Software (Dev Tools, DBMS, Systems Environment)
- Project Portfolio Performance
  - Inventory of Projects
  - Schedule, Scope and Resources

Resource Management

- Identify Resource needs by Portfolio
- Determine Health of each Ladder considering age, demand, and Enterprise Architecture
- Determine which rungs need additional staffing and training today
- Develop Staff Development Plans for that segment of the Ladder
- Staff Selection based upon past performance
- Adjust Individual Development Plans